



Certificate in Planning and Controlling Using OKRS (Objectives and Key Results)

Unlocking Success Through Dynamic OKR - Objectives & Key Results

► Upcoming Sessions

01-05 Jul 2024	Dubai - UAE	\$5,950
23-27 Sep 2024	London - UK	\$5,950
18-22 Nov 2024	Dubai - UAE	\$5,950
23-27 Dec 2024	London - UK	\$5,950
10-14 Feb 2025	Dubai - UAE	\$5,950

► Training Details

Training Course Overview

Embark on a transformative journey with our comprehensive 5-day training course, **"OKR - Objectives & Key Results Mastery: From Planning to Controlling."** This Anderson training course stands at the forefront of modern HR assessment, equipping participants with the tools and insights to harness the power of OKRs for organizational excellence. As the global landscape continues to evolve, the significance of OKRs in driving strategic alignment, transparency, and focus has grown exponentially. This course not only dispelling ambiguity the essence of OKRs but also dives into their psychological foundations, exploring how they ignite motivation, engagement, and goal attainment.

Guided by industry trends and informed by the practices of major players like Google, Intel, Spotify, Amazon, and others, this course seamlessly integrates theory and practice, offering an immersive experience that transcends traditional learning. Unveiling the core principles of OKR methodology, participants will uncover the secrets to crafting impactful stretch goals and fostering a culture of accountability. Through interactive workshops and real-world case studies, attendees will explore the diverse applications of OKRs, including their role in performance management, talent development, team collaboration, and recognition initiatives. Moreover, this course goes beyond the surface, demonstrating how OKRs serve as the evolved version of the Balanced Scorecard (BSC) framework, seamlessly integrating quantitative and qualitative measurements.

By the end of this training course, participants will not only be well-skilled in the art of OKR formulation but will possess the practical skills to implement, track, and assess the impact of OKRs across various organizational dimensions. Whether you're an HR professional seeking to revolutionize assessment practices, a manager aiming to cultivate a performance-driven culture, or an enthusiast looking to stay ahead of market trends, this course offers a transformative platform to master the depths of OKRs and drive unprecedented success in your professional journey.

This Anderson training course will feature:

- The art of OKR from a psychological perspective
- Unlocking the potential of OKRs
- Streamlined performance assessment

- ▶ Driving alignment and focus
- ▶ Integrating quantitative and qualitative measurement
- ▶ Practical implementation strategies

Training Course Objectives

By attending this Anderson training course, delegates will be able to:

- ▶ Understand the fundamentals of OKRs, their origins, and their significance in modern HR assessment
- ▶ Explore the psychological aspects of OKRs and how they fuel motivation, engagement, and goal attainment
- ▶ Master the core principles of OKR methodology, including Alignment, Transparency, Focus, Stretch Goals, and Continuous Improvement
- ▶ Discover diversified capabilities applications of OKRs across Performance Management, Employee Development, Talent Management, Team Collaboration, and Recognition & Rewards
- ▶ Unveil the correlation between OKRs and the Balanced Scorecard (BSC) framework, and appreciate the evolution of strategic performance measurement
- ▶ Learn how OKRs harmoniously integrate quantitative and qualitative measurements to deliver a holistic performance evaluation

Designed For

This Anderson training course is suitable for a wide range of professionals but will greatly benefit:

- ▶ HR and L&D professionals seeking to revolutionize performance assessment practices
- ▶ Middle and senior management aiming to implement a performance-driven culture using OKRs
- ▶ Team leaders and project managers interested in enhancing team collaboration and accountability
- ▶ Entrepreneurs and business owners looking to foster growth and innovation through strategic planning and OKRs
- ▶ Performance measurement enthusiasts eager to align with global trends and optimize organizational success
- ▶ Professionals seeking a comprehensive understanding of OKRs to drive performance and innovation in their organizations

Learning Methods

This Anderson training course will utilize a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. The course is carefully designed to address all styles of learning and to engage participants fully. Lectures and discussions are either preceded or followed by powerful individual or group exercises. These exercises provide opportunities for personal participation in real situations. This process makes training exciting, fun filled, fast-paced, challenging and empowering. This Anderson training course uses the cutting-edge skills of lateral thinking to stimulate your mind to how OKR works.

▶ Training Details

Day One: Understanding the Psychology of OKRs

- ▶ Introduction to OKRs and their strategic significance
- ▶ The art of building lasting rapport
- ▶ Key concepts of NLP and Emotional Intelligence in relation to OKR
- ▶ Powerful listening and questioning techniques
- ▶ Communicating first impressions - the secrets of body language and charisma
- ▶ Interactive exercises to understand OKR components

Day Two: Core Principles of OKR Methodology

- ▶ Dive into the core principles: Transparency, Focus, and Continuous Improvement
- ▶ Creating effective stretch goals for enhanced performance
- ▶ Role of OKRs in fostering a culture of accountability
- ▶ Case study highlighting OKR methodology success stories
- ▶ Crafting effective OKRs using practical scenarios

- ▶ Strategies for driving team synergy

Day Three: Diverse Applications of OKRs

- ▶ OKRs as a performance management tool
- ▶ Utilizing OKRs for employee development and growth
- ▶ Talent management through OKRs: Identifying and nurturing high potential individuals
- ▶ Team work and OKRs: Strengthening communication and collaboration
- ▶ OKRs in recognition and rewards programs
- ▶ Interactive workshop on applying OKRs in various scenarios

Day Four: OKRs and Strategic Evolution

- ▶ Comparison of OKRs and Balanced Scorecard (BSC)
- ▶ Analyzing how OKRs provide a dynamic and modern approach to performance measurement
- ▶ Integrating quantitative and qualitative measurements for comprehensive evaluation
- ▶ Strategies for aligning OKRs with strategic business goals
- ▶ Unleashing innovation through OKRs

Day Five: Practical Implementation and Assessment

- ▶ Comprehensive workshop: Identifying, organizing, and assessing a full OKR cycle
- ▶ Leveraging OKR manual templates and software tools
- ▶ Extracting OKR elements and calculating/assessing their impact
- ▶ Case study analysis for practical insights
- ▶ Building a personalized action plan for OKR implementation

▶ The Certificate

Anderson Certificate of Completion will be provided to delegates who attend and complete the course

▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

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Request for a Tailor-made training and educational experience for your organization now:

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